

CA NCO (CMF 38) Professional Development Model					
RANK: MSG/1SG Institutional Pillar	SGT SGM/CSM		SSG	SFC	
		BNCOC	ANCOC	1SG COURSE	
	AIRBORNE, LANGUAGE			SGM ACADEMY	
Ave. TIS:	5.6	8.4	11.5		
Operational Force Assignments Pillar	16.4	20.5			
	• CA Sergeant Tactical Team or Regional Team	• CA Sergeant Tactical Team or Regional Team	• Team Sergeant Tactical or Regional Teams • Detachment Operations Sergeant Tactical or Regional • Operations Sergeant Battalion	• First Sergeant • Detachment NCOIC Tactical and Regional Teams	• Group CSM • BN CSM
Generating Force Assignments Pillar	• Company Training SGT • CA SGT @ Tactical or Regional Detachments	• Recruiter • Instructor SWCS • Assistant Operation's SGT @ Tactical or Regional Detachments	• CMF 38 Assignment Career Manager • Assistant Opns SGT • UA/BDE CA Planner • O/C @ JRTC • CMF 38 Course Manager • Senior CA Instructor • Senior Doctrine Writer • Recruiter	• CMF 38 Senior Career Manager • UE / Division CA Planner • Corps / Army CA Planner • Senior O/C @ JRTC • Senior CA Bn Ops SGT • Special Assignments (OGA)	• Group Ops SGM • BN Ops SGM • Army level CA Planner
Functional Development Pillar	• SERE • NBC Course • Ranger School • Airborne School • Air Assault School • Combat Lifer Saver Course	• Jumpmaster • Battle Staff • Joint CA Staff Planners • Instructor Training Course • Civilian education (Associates Degree) • Intermediate and Advanced Language	• FEMA Courses • Force Protection • Unit Safety Manager	Self Development Pillar • Obtain an Associate or Bachelors Degree • Continuing Education in Public Admin, Economics, Political Science	
Recommended Minimum Time in Leadership Assignments		24 Months in Operational Force and or Generating Force positions at each	18 Months Minimum as First Sergeant	AS OF 11 MAY 2006 AC	